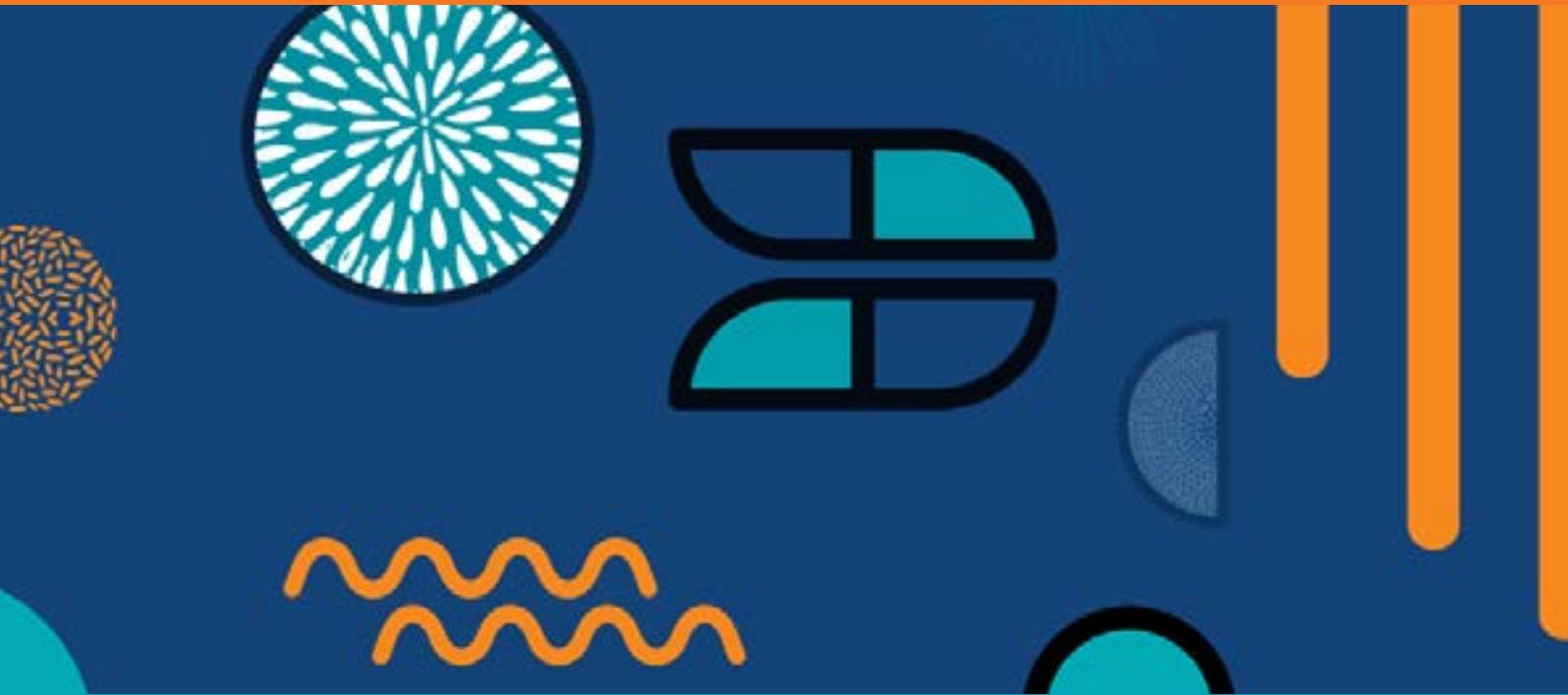


TOWARDS GENDER TRANSFORMATIVE CHANGE

A GUIDE FOR PRACTITIONERS



DECEMBER 2019 ISSUE 3

A Women's Health Victoria Knowledge Paper



Abstract

This Knowledge Paper explores the key elements of ‘gender transformative practice’ and how these can be applied by specialist practitioners and organisations working to create gender transformative change to prevent violence against women and family violence. The paper aims to support practitioners to develop and enhance the critical thinking and reflection skills needed to apply a gender transformative lens to their current and future work.

ABOUT WOMEN’S HEALTH VICTORIA

Women’s Health Victoria is a statewide women’s health promotion, advocacy and support service. We collaborate with women, health professionals, policy makers and community organisations to influence systems, policies and services to be more gender equitable to support better outcomes for women.

As a statewide body, WHV works with the nine regional and two statewide services that make up the Victorian Women’s Health Program. WHV is also a member of Gender Equity Victoria GEN VIC), the Victorian peak body for gender equity, women’s health and the prevention of violence against women.

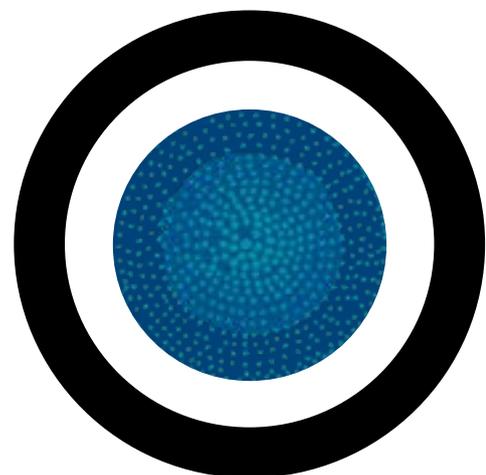
Written by Claire Varley and Stephanie Rich.

This Knowledge Paper is based on learnings drawn from the Professional Development for Specialist Prevention Practitioners: *Prevention of family violence and other forms of violence against women masterclass project*. The project is supported by the Victorian Government.

The authors and Women’s Health Victoria would like to express our appreciation for the leading work being undertaken by Aboriginal and Torres Strait Islander community-controlled organisations across the country to prevent and reduce violence, and to help ensure our communities are safe, equal and respectful for everyone.

At a glance

- Gender transformative **practice** is the work undertaken – using a gender transformative **approach** – towards achieving gender transformative **change**.
- A gender transformative approach seeks to challenge the causes of gender inequality and strengthen actions that support gender equality within a given context.
- A gender transformative approach is not a prescriptive set of actions, but rather a way of conceptualising how the problem of gender inequality in our society is identified and addressed.
- A gender transformative approach is possible in every situation, though its application will vary depending on the context.
- Key elements of gender transformative practice include:
 - A focus on both individual and structural forms of inequality
 - The understanding that gender transformative practice is a process and that it is relative and context-specific
 - Seeking to challenge binary ways of thinking
 - Practitioners taking the time to recognise ‘the practitioner in the practice’
- Effective gender transformative practice at practitioner or program level is more likely in organisations and workplaces that foster and embed gender transformative practice at an organisational level.





Introduction

This Knowledge Paper considers one of the key questions facing primary prevention practitioners working to prevent violence against women (VAW) and family violence (FV):

What does it mean to put a gender transformative approach into practice?

To answer this question, this paper explores:

- what is meant by the term 'gender transformative practice' by looking at its origins and the ways scholars and practitioners have defined it
- the key elements of gender transformative practice and how these might apply to the work of practitioners and organisations seeking to create gender transformative change.

The dynamic nature of gender transformative practice means that it is not possible to provide a simple process or checklist for undertaking this work. It pushes practitioners to build a contextual understanding of what will contribute to gender transformative. This paper seeks to capture some of the key elements of gender transformative practice to support practitioners to develop or enhance the critical thinking and reflection skills required to apply a gender transformative lens to any work they undertake.

To identify the key practice elements for gender transformative practice, this paper draws on the literature from within Australia and internationally, as well as consultation with experts and advisors working within Australia. It should be noted that much of the existing evidence comes from the VAW sector. To broaden

the scope to incorporate the prevention of FV, additional consultation was undertaken with advisors on intersectionality. The paper considers a range of experiences and contexts, as well as how different systemic inequalities intersect with gender inequality and what this means for taking a gender transformative approach.

This paper is supported by a full day masterclass workshop, developed and piloted in 2018-2019. The masterclass provides experienced practitioners working in the primary prevention of VAW and FV and gender equality sectors with the opportunity to unpack these ideas in a supported shared learning space, reflecting on participants' own practice and experience and learning from their peers. The masterclass includes additional information on embedding an intersectional approach, engaging men and transforming masculinities, and self-care for gender transformative work, and is part of a suite of masterclasses for the prevention of VAW and FV practitioners offered by Women's Health Victoria (WHV). For more information, see: whv.org.au/training/prevention-violence-against-women

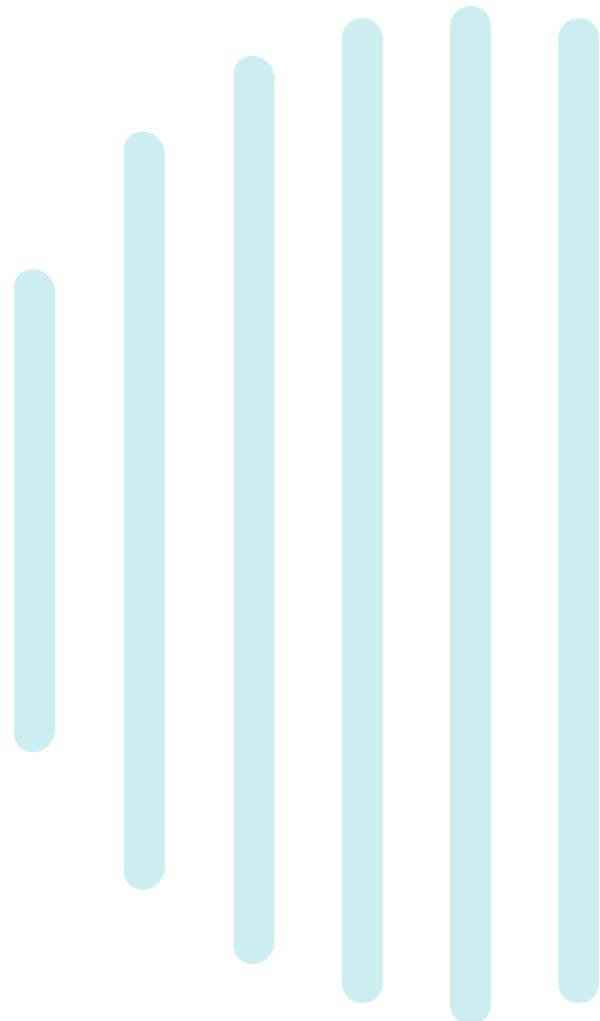
This paper is aimed at experienced practitioners in the prevention of VAW and FV and assumes readers have a strong understanding of foundational frameworks and terminology as set out in *Change the Story: A shared framework for the primary prevention of violence against women and their children in Australia*.

Methodology

The masterclass project responds to the need identified by experienced practitioners for support in translating the theoretical evidence base and conceptual frameworks for a gender transformative approach into a practical setting.

A staged research, consultation and piloting process was undertaken to capture existing expertise as well as to explore new ideas for practice. This included:

- A workforce needs analysis survey conducted to identify professional development needs for mid to expert level practitioners, which was completed by 53 respondents across women's health, community health, community services and local and state government
 - Mapping of the potential masterclass outcomes to the *Preventing Family Violence and Violence Against Women Capability Framework* (Family Safety Victoria, 2017)
 - A review of existing literature and practice guidance
 - Input and review of workshop content, tools and the participant handbook by the practitioner reference group, content expert and three advisors in intersectionality
 - Meetings held with the Victorian Government (Office for Women) and Respect Victoria to ensure alignment with government strategies
- Piloting of the masterclass with practitioners from across the sector (January 2019), with post-workshop feedback used to adjust the final workshop and materials
 - Distilling the project learnings and information gender transformative approaches and actions for practitioners in a Knowledge Paper (this document).



Key concepts

Gender transformative change and gender transformative practice

The terms 'gender transformative change' and 'gender transformative practice' are often utilised in the prevention of violence against women, family violence, and gender and development sectors. *Change the Story*, Australia's national framework for the prevention of violence against women and their children, is considered a gender transformative framework and the actions it outlines to prevent violence against women are intended to transform gender norms, practices and structures towards a more gender equitable society (Our Watch 2017). However, while these terms might be commonly used, there remains both inconsistency and uncertainty around what these terms mean and how they are applied.

In its simplest terms, gender transformative **change** can be understood as the broader social change that activists and practitioners of gender equality are working towards. It is the deep social change achieved by addressing the root causes of gender inequality. This gender transformative change must occur at all levels of the socio-ecological model – change at the individual level, the relationship level, the organisational and community level, and at the societal level.

In order to do effective primary prevention work and achieve gender transformative **change**, a gender transformative **approach** is needed. Gender transformative **practice**, the actioning of a gender transformative approach, is the work undertaken by individuals and groups towards achieving gender transformative change. It involves critically examining, challenging and transforming the gendered norms, practices

Gender transformative practice involves critically examining, challenging and transforming the gendered norms, practices and structures that create and maintain gender inequality, and strengthening actions that support gender equality, within a given context.

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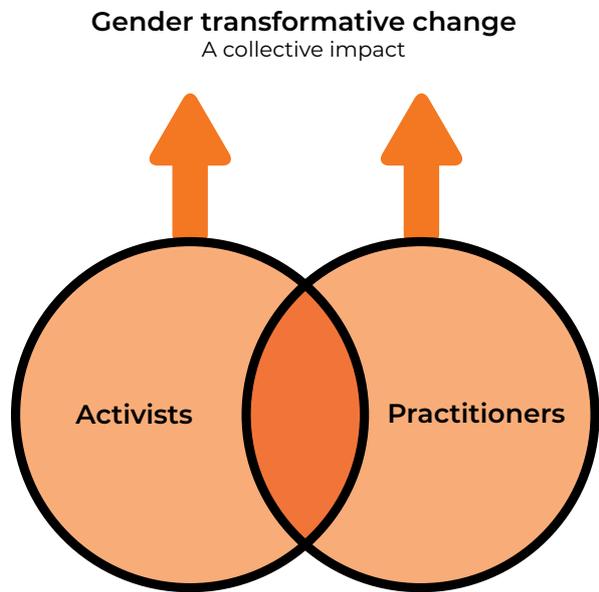
A gender transformative approach is necessary for primary prevention of VAW and FV, which seeks to address the drivers or causes of violence to stop it occurring in the first place. Primary prevention does not occur at the expense of action that responds to violence but may be *in addition* to it. For instance, the provision of robust, effective family violence response services is crucial to responding to the need created by high rates of family violence in Australia, but this alone will not stop the problem from occurring. Family violence perpetration is more likely to be reduced by a combination of responding to the current need *and* seeking to transform the problem at its source. This is the approach advocated in *Change the Story*, which sets out five essential actions and six supporting actions that seek to transform the gendered drivers of violence against women.

It is not only practitioners working within not-for-profit, community or government organisations who contribute towards gender transformative change. Activist groups, networks and movements also play a crucial role in contributing to gender transformative change, particularly feminist and queer activism. A 2013 study by Weldon & Htun, analysing violence against women policies from 1975-2005 across 70 countries, found that the most important and consistent factor in driving policy change was feminist activism (Weldon & Htun 2013).

The image below shows the work of activists and practitioners coming together to achieve gender transformative change. These two roles can be carried out by different people or, in some cases, a person may be both an activist and a practitioner. For instance, a practitioner may advocate in their professional or their personal capacity by making a submission to local, state and/or federal government. They may also represent their organisation (in a professional capacity) or themselves (in a personal capacity) at a rally or march.

The social transformation required to achieve gender equality will not happen through one project or intervention alone, but through the collective impact of activists and practitioners working for change across individual, community, organisational, and systems levels.

Gender transformative change is achieved through shared action and collective impact – that is, the coming together of a range of stakeholders operating across all levels of society, in all settings, with a shared goal for a more gender equitable world. The social transformation required to achieve gender equality will not happen through one project or intervention alone, but through the collective impact of activists and practitioners working for change across individual, community, organisational, and systems levels.



Practitioner Tip 1:
Consider whether or how your approach contributes to shared action by activists and practitioners towards gender transformative change.



'Gender transformative' practice within the gender equity continuum

The term gender transformative practice/ approach has been used by academics, practitioners and activists for some time. Many experts in the field acknowledge Geeta Rao Gupta, in her 2000 address at the 8th International AIDS conference in South Africa, as having developed a continuum of approaches in HIV prevention, ranging from those that were 'gender exploitative', to those that were 'gender transformative' and empowering (Gupta 2000). Pederson, Greaves & Poole, from the British

Columbia Centre of Excellence for Women's Health, then built on this work, developing a continuum of approaches ranging from those which are 'gender unequal' to 'gender insensitive'¹ to 'gender sensitive' to 'gender specific' to 'gender transformative' (Pederson, Greaves & Poole 2015). Many versions of this continuum have been developed, but what they have in common is the basic concept that approaches may either exploit, accommodate or transform gender norms, practices and structures.



The continuum can help practitioners to understand what approach they – and their organisations – are currently utilising in their work or in different parts or aspects of the work. To do this, it is useful to start by thinking about the intentions of the work. Consider:

Is my aim solely to address the needs created by existing gender inequalities without addressing the causes of the problem?

Or do I seek to both address current needs and transform the gender norms, practices and structures that create this inequality so that the problem is addressed at the source?

An example might be considering the approach a hospital takes in response to a staff survey which finds that the majority of its female staff who are mothers report difficulty combining paid work and their roles as primary carers. Providing onsite childcare at the hospital might be helpful in assisting women to meet these demands, but does little to shift the inequitable gender norms, practices and structures that place responsibility for care work on women or that create workforce participation barriers for women who are mothers. In addition to providing onsite childcare, a transformative approach would also seek to transform these inequitable gender relations. This might include actions such as targeting recruitment of men into the nursing profession, ensuring there is strong representation of women in leadership positions, reviewing hospital policies and procedures to support flexible work arrangements, and initiatives that promote shared parenting responsibilities in families.

¹ Women's Health Victoria chooses to use the term 'gender insensitive' rather than 'gender blind'.

Practitioner Tip 2:

Consider what approach you are taking with your practice. Is my goal solely to address the needs created by gender inequality or am I also seeking to address the problem at its source by transforming unequal gender norms, practices and structures?

Definitions and the importance of context

There is no single agreed definition of gender transformative practice. However, what is consistent is a shared understanding that it seeks to challenge the causes of gender inequality and strengthen actions that support gender equality within a given context.

Context is important. Writing about gender transformation, Professor Caroline Moser – an expert in gender and social policy – notes that: ‘While in all cases the term is used to convey the implicit idea of change, what is to change or be changed varies greatly’ (Moser 2016). We will revisit this point later in the paper.

As Greaves, Pederson & Poole explain: ‘Gender transformation involves identifying the ways that gender-discrimination, inequality, or oppression operate in a particular situation and taking feasible steps towards improving these conditions. Gender transformation is therefore possible in every context, from the most repressive to the most progressive’ (Greaves, Pederson & Poole 2014).

This definition highlights that it is possible to seek gender transformation in any situation. What this looks like for practitioners will vary depending on the context, setting, and community in which they are working. For instance, if a practitioner’s organisation undertakes community projects within a local government area, their practice would involve identifying how gender norms, practices and structures manifest within different communities and settings, and then tailoring

their practice to address and transform these differing inequalities.

As another example, if a practitioner’s work is largely focused on responding to family violence, they would look at how to do this in a way that is gender transformative and challenges inequitable gender norms, practices and structures within the context and scope of their work. This might include adopting a gender transformative approach to service delivery, implementing gender equitable internal policies and procedures, or advocating for systems reform. For instance, a refuge service might consider how its workers breakdown gender stereotypes when working with children and young people.

Practitioner Tip 3: Ask yourself, where are the opportunities to transform norms, practices and structures within the scope of your work?

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(Greaves, Pederson & Poole 2014)



Putting a gender transformative approach into practice

It is useful for practitioners to frame gender transformative practice as being about:

1. the **approach** they are taking (challenging or transforming the causes of gender inequality operating in that context), and
2. the **outcomes** they are working towards (improving conditions in that particular context towards more gender equitable outcomes)

rather than focusing solely on the individual actions that might be taken to achieve this. A single action alone is unlikely to transform social norms, practices or structures, but can be an effective part of collective action.

A gender transformative approach is not a prescriptive set of actions, but rather a way of conceptualising how the problem of gender inequality in society is identified and addressed.

While gender transformation is possible in every context, this does not mean that any work undertaken 'automatically' becomes gender transformative simply by labelling it so. To assess whether practice meets the intentions of a gender transformative approach, a list of key elements has been drawn from the current literature and input from experts. This list, while not definitive, can assist practitioners to consider how their own work practice might reflect a gender transformative approach.

KEY ELEMENTS OF A GENDER TRANSFORMATIVE APPROACH

1. Apply intersectional feminist principles and practice

Gender transformative practice is informed by feminist and intersectional analysis, principles and practices. This includes:

- Understanding that patriarchy shapes how 'gender' is understood and practised.
- Recognising that patriarchy is one of many oppressive systems that impact on the lives of women, men and gender-diverse people.
- Understanding that unequal power relations produced by patriarchy and other systems of inequality play a key role in gender inequality and violence against women.
- Challenging patriarchy as a system, and its relation to other oppressive systems such as racism, ableism, ageism, homophobia and transphobia.
- Recognising and addressing individual and structural dimensions of patriarchy, gender inequality and other intersecting systems of oppression.
- Recognising that an important part of dismantling patriarchy is working with men and transforming masculinities, but that this should be undertaken alongside initiatives that empower women and girls and should not divert resources from this work.

- Utilising robust evidence-based feminist practice, including valuing women's knowledge, voices and lived experiences in the design of gender transformative practice, and recognising their contribution towards achieving gender transformative change.
- Working in a way that is safe, ethical and adopts a trauma-informed and culturally safe 'do no harm' approach.
- Committing to work collegially as opposed to hierarchically.
- Undertaking ongoing reflective practice that includes identifying and addressing practitioners' own experiences of power and privilege and how these might shape their work.
- Recognising the differences among women and their diverse experiences.
- Being accountable to women, women's organisations and women's networks.

(Adapted from Hasyim 2014; Lennie 1999; Ponc, Reid & Frisby 2010; Flood 2018; Horsley 2018; Days 2018; Our Watch 2019; The Men's Project & Flood, M, 2018; Roberts, S, Bartlett, T, Ralph, B & Stewart, R, 2019)

2. Focus on both individual and structural sources of inequality

A gender transformative approach requires practitioners to seek to identify, question and transform the norms, practices and structures that perpetuate gender inequality, and to strengthen the actions that support gender equality across all levels of the socio-ecological framework. This does not mean that the work must seek to address *all* levels in every instance, but practitioners should be aware of how each of these levels reinforces the others when determining site/s of intervention. For example, when undertaking gender transformative work with individuals and groups, this work must be situated within the broader systems and structures that influence gendered norms and practices at an individual and interpersonal level.

The work must also be understood within the context of other structures and oppressive systems that interact with gendered norms and practices and compound inequalities.

It is important to identify how prevention practice can support the dismantling of other systems of oppression and discrimination alongside gender inequality.

For instance, in working to address the disproportionate rates of violence experienced by Aboriginal and Torres Strait Islander women, the impacts of colonialism and dispossession must be addressed alongside gender inequality. Violence experienced by LGBTI people must be understood within the context of the intersecting policing of norms around sex, gender and sexuality, as seen, for instance, in the way that hegemonic/unhealthy forms of masculinity often utilise sexism, homophobia and transphobia to reinforce or assert adherence to dominant masculine norms.

(Adapted from Greaves, Pederson & Poole 2014; Flood 2018; Days 2018; Our Watch 2017; Women's Health Victoria 2012; Roberts, Bartlett, Ralph & Stewart 2019)

3. Understand that gender transformative practice is a process and that it is relative and context-specific

Achieving gender equality is long-term work, requiring deep structural and social change.

Practitioners need to recognise gender transformation as an ongoing process.

The ongoing process of gender transformation is best illustrated by reflecting on previous achievements towards gender equality that, at the time, may have been considered radical transformations, but are now accepted as the status quo. For instance, the introduction of maternity leave in Australia in 1979 reflected a significant shift in the perception and valuing of women's unpaid work, motherhood and women's paid employment. In today's context, instead of focusing solely on women, the conversation about parenting and employment has widened to include the legislative and cultural change

required to encourage and support both working women and men to participate in equitable parenting practices.

Part of the gender transformative process is being able to identify where previous equity actions may have overlooked or excluded particular groups, and seeking to rectify this. For instance, when women's suffrage was achieved in 1902, it did not include Aboriginal and Torres Strait Islander women. It was not until 1962 that Aboriginal and Torres Strait Islander women and men were entitled to vote. The impacts of past and ongoing colonisation continue to exclude and marginalise Aboriginal and Torres Strait Islander people, as evidenced in present day advocacy for a Treaty and increased political representation, as well as areas such as disproportionate incarceration rates for Aboriginal women. Efforts to promote gender equality must take account of and seek to dismantle colonising systems and forces and promote empowerment and self-determination for Aboriginal and Torres Strait Islander women.

Gender transformation is also a relative concept – it seeks to shift gender roles and structures closer to gender equity in a given context.

For instance, in a male-dominated workplace that has made little progress towards gender equality, the kind of transformative actions taken may not seem transformative when compared with a workplace that has made significant achievements in workplace gender equality. However, in both circumstances, work has been undertaken to identify where gender inequities operate in each particular context and feasible steps actioned towards transforming these to support more gender equitable outcomes.

(Adapted from Greaves, Pederson & Poole 2014; Evans 2018)

4. Challenge binary ways of thinking

A gender transformative approach requires moving beyond binary ways of thinking. Binaries often establish only two opposing categories. Often, these binaries implicitly or explicitly suggest a hierarchy – superiority and inferiority, or 'norm and other'. Binaries can be problematic because they do not allow for fluidity or multiple social locations at the same time. Gender transformative practice positions gender identity and gender expression along a continuum, rather than prescribing just two options. It also conceptualises gender as involving multiple possible femininities and masculinities.

Gender transformative practice also involves recognising multiple identities and requires practitioners to recognise that people exist on multiple spectrums at the same time. For instance, it recognises that everyone has a sex, gender, sexuality, ethnicity, age, socio-economic status etc. It also encourages thinking beyond homogenising identity and experience. For instance, in seeking to engage men with disabilities in transforming harmful masculinities, it is important to recognise that not all men with disabilities will have the same experience of masculinity and their experiences will be shaped not only by their disability and related social and economic barriers, but also by other aspects of their identity, for instance, their sexuality, their ethnicity or their socio-economic status.

By interrogating binaries and pushing back on the tendency to silo people into singular categories, practitioners are better able to promote a broader understanding of gender and gender relations.

A simple way to begin to do this is to consider language, for example:

Do I talk about women and men or do I also talk about people who identify as non-binary or gender non-conforming?

Do I talk about masculinities and femininities?

(Adapted from Greaves & Poole 2017; Horsley 2018; Evans 2018; Days 2018, Our Watch 2019; The Men's Project & Flood, M, 2018; Roberts, Bartlett, Ralph & Stewart 2019)

5. Take the time to recognise ‘the practitioner in the practice’

Gender transformative practice acknowledges that *who* practitioners are influences *what* they do, *why* they do it and *how* they do it. Both consciously and unconsciously, all practitioners bring a range of values, views, beliefs, assumptions and biases to their work. This is true of both individual practitioners and the organisations that they work for.

It is important for practitioners to become aware of these values, beliefs and biases, and the implications they might have for their gender transformative practice.

This requires an ongoing process of reflective practice at both an individual and organisational level, including reflecting on what values are guiding their work and how these may or may not be reflected in their current practice. For instance, it is important for practitioners to reflect on whether they are centring their own experiences, practices and ideologies as the norm, and identify what opportunities exist to include a range of voices and experiences. It is also useful for practitioners to continually ask who is or isn't included in their work, and why, as well as what could be done to undertake more inclusive practice from the outset. For male practitioners, this includes taking the time to reflect on male privilege, how this might influence their work and the recognition they receive, and ensuring that there are mechanisms in place to ensure accountability to women and advocate for women's leadership in the primary prevention sector.

(Adapted from Horsley 2018; Evans 2018; Days 2018; Our Watch 2019; The Men's Project & Flood, M, 2018)

Practitioner Tip 4: Consider how your current practice reflects the key elements of a gender transformative approach above. What are you already doing well? Where are the opportunities for improvement? What needs to take place for this to happen?

PUTTING IT ALL TOGETHER: WHAT DOES THIS MEAN FOR YOUR WORK?

Undertaking gender transformative practice can seem daunting when there is no checklist or instruction book, and when it is recognised that gender transformative practice will look and feel different depending on the context, situation and time. This means that practitioners need to be willing to be brave and trial new ways of working, and to always undertake this work with an eye to reflective practice and continuous improvement.

Greaves and Poole acknowledge the challenge and discomfort that accompanies this kind of practice:

'Adopting gender transformative thinking is as hard for women as it might be for men. It will question the limits and habits of women as well as their aspirations and comforts, and will loudly rattle the walls of the gender container called women.'

(Greaves & Poole 2017).

It is important for practitioners to allow themselves time and permission to regularly reflect on the key elements of gender transformative practice above in order to continually seek opportunities to improve their practice.

While the focus of this Knowledge Paper is on supporting individual practice, it is also important to note that effective gender transformative practice is more likely to occur in workplaces that foster and embed gender transformative practice at an organisational level. This means ensuring an organisation's policies, procedures and culture reflect the values and intentions of a gender transformative approach.

...gender transformative practice is more likely to occur in workplaces that foster and embed gender transformative practice at an organisational level.



Getting started: actions for practitioners and managers

Your influence over how your workplace reflects a gender transformative approach will vary depending on your position and organisational structure. To get started, consider the following actions:

For practitioners:

- Build regular reflective practice into your individual work practice, including allocating time (and resources, if required) into your work cycle. **Ask:** how does my current or forthcoming work reflect the key elements of gender transformative practice?
- Draw on the elements of gender transformative practice as prompts, include regular reflective practice questions in meetings with your supervisor, to support opportunities for enhancing the gender transformative approach in your work.
- Identify and facilitate opportunities for peer learning and practice knowledge sharing, both within your organisation and with other practitioners and organisations.
- Build networks with and support the work of other services whose work aligns or complements your own, including organisations with expertise working with cohorts or other systemic inequalities that might be a gap in your own gender transformative practice.
- Recognise that gender transformative change is an ongoing process and nurture your ability to take stock, reflect and identify areas for improvement.

For team leaders and managers:

- Create a culture of learning where it is 'safe to fail', where you learn from what doesn't work as well as what works, and celebrate your successes, big or small.
- Provide effective mechanisms for practitioner support, including debriefing and peer support opportunities like Communities of Practice, and create a culture that promotes access to these supports.
- Create a culture that encourages staff to undertake professional development and networking opportunities.
- Set aside time within your team or organisation to undertake group reflective practice on how your organisational culture and practice might reflect a gender transformative approach, now and into the future. **Ask:** does our work approach enable our practitioners to undertake gender transformative promising practice? Do our organisation's policies, procedures and culture reflect the values and intentions of a gender transformative approach? If needed, seek out the support of organisations with expertise in gender equity to support you to do this.
- Situate your organisation's work within the/its broader history and context, and set realistic expectations about what can be achieved or measured in gender transformative change.
- Advocate for systems reform (for instance, realistic funding/timing/expectations from external funders) that recognises the complex and long-term work involved in gender transformation.

Summary

A gender transformative approach is a critical part of work in primary prevention of family violence and violence against women. It calls on practitioners to take concerted action to challenge the causes of gender inequality and strengthen the norms, practices and structures that support gender equality within a specific context. It is useful to close with a reminder from Greaves, Pederson & Poole that gender transformation is possible in every context, from the most repressive to the most progressive (2014).

There are many factors that will influence what gender transformative practice looks like, including the context within which the practitioner is working, and the level of workplace support for undertaking gender transformative practice. By revisiting the key elements contained in this Knowledge Paper as well as the tips and actions for practitioners, team leaders and managers, it is possible to identify opportunities for gender transformative practice in the context in which each practitioner is working.

Women's Health Victoria runs a regular masterclass for primary prevention of family violence and violence against women practitioners in undertaking gender transformative change. The masterclass builds on the content in this Knowledge Paper and includes additional information on embedding an intersectional approach in gender transformative practice, engaging men and transforming masculinities, and self-care for gender transformative work. For more information, including training dates for the Gender Transformative Change Masterclass, visit whv.org.au

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Towards gender transformative practice: A guide for practitioners

Women's Health Victoria Knowledge Paper No. 3

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Women's Health Victoria acknowledges and pays our respects to the traditional custodians of the land, the peoples of the Kulin Nation. As a statewide organisation, we also acknowledge the traditional custodians of the lands and waters across Victoria. We pay our respects to them, their cultures and their Elders past, present and emerging.

We recognise that sovereignty was never ceded and that we are beneficiaries of stolen land and dispossession, which began over 200 years ago and continues today.

Women's Health Victoria acknowledges the support of the Victorian Government.